

JULY 2003



DIVERSITY'S EDGE

Produced Quarterly by the State Equal Employment Management Office

REFLECTIONS FROM THE SEEM

This years NGB EO/EEO Conference was a great success! The conference was held in Boston, MA, 2-6 June 03. This years theme was "Excellence in Equal Opportunity." This year's EEO/EO Conference received great support from our state. The state of Arizona was recognized as having the 2nd highest number of individuals attend the conference (just behind California).

Included in the conference this year was an awards banquet which recognized Lt Conley and the State of Arizona by presenting the "Excellence in EO Award", for outstanding work and dedication in successfully developing the American Indian Council, which built bridges and fostered positive partnerships with American Indians and the National Guard.

Lt General Blum captured the true reason for the EO Conference by stating: "I hope that this nation will recognize the great diversity of its people and see it as an asset. You must choose the road of multi-ethnicity that demands, protects, and ensures equality of all citizens."

I challenge each of you to embrace and foster the education and training of diversity!

OBSERVANCES

Women's Equality Day
26 Aug 2003

Hispanic Heritage
Month
15 September 15
October 2003

WOMEN'S EQUALITY DAY

Excerpts

**BY THE PRESIDENT OF THE
UNITED STATES OF AMERICA**

A PROCLAMATION

In March of 1776, 4 months before the signing of the Declaration of Independence, Abigail Adams sent a letter to her husband John in Philadelphia, where he was participating in the Second Continental Congress. "...[I]n the new Code of Laws which I suppose it will be necessary for you to make," she wrote, "I desire you would Remember the Ladies, and be more generous and favourable to

them than your ancestors." Almost a century and a half would pass before her desire was realized with the ratification of the 19th Amendment to the Constitution, guaranteeing women's suffrage.

Today, a new century lies before us, offering us a fresh opportunity to make real the promise that Abigail Adams dreamed of more than two centuries ago. As we celebrate Women's Equality Day and the 80th anniversary of the ratification of the 19th Amendment, let us keep faith with our mothers, wives, sisters, and daughters by removing any lingering barriers in their path to true equality.

NOW, THEREFORE, I, WILLIAM J. CLINTON, President of the United States of America, by virtue of the authority vested in me by the Constitution and laws of the United States, do hereby proclaim August 26, 2000, as Women's Equality Day. I call upon the citizens of our great Nation to observe this day with appropriate programs and activities.

IN WITNESS WHEREOF, I have hereunto set my hand this twenty-sixth day of August, in the year of our Lord two thousand, and of the Independence of the United States of America the two hundred and twenty-fifth.

WILLIAM J. CLINTON

QUOTES OF THE QUARTER



Roberto Clemente

1934-1972
Baseball Player

"I like people that suffer because these people have a

different approach to life from the people that have everything and don't know what suffering is." **born on August 18, 1934, in Carolina, Puerto Rico**



BOOK OF THE MONTH

Multicultural Education: Issues and Perspectives (Banks and Banks, 1992)

Today, according to the U.S. Census Bureau, more than 26 million people in the United States are of Hispanic origin. *That's about ten percent of us!*

Teaching of the contributions of Hispanic Americans, and learning about the cultures from which they come, will be the focal point of many classroom activities and discussions in the weeks ahead as students across the United States recognize Hispanic Heritage Month -- September 15 to October 15.

But why teach about Hispanic heritage? Or, for that matter, why teach about *any* heritage?

Clearly, teaching about the contributions of Latinos can only help to build the self-esteem and the pride

of those who identify themselves as Mexican-American or Cuban-American or Puerto Rican-American or . . .

But, even more importantly, it is essential that all students learn to understand the ethnic diversity that is our country, according to *Multicultural Education: Issues and Perspectives* (Banks and Banks, 1992). Integrating the cultures in the social studies classroom helps develop "ethnic literacy" in all students. Developing ethnic literacy fosters pride in one's own culture and a respect and appreciation for the uniqueness of others.

Many Hispanic Americans trace their roots to the cultures of the indigenous peoples of the Americas -- including the Arawaks (Puerto Rico), the Aztecs (Mexico), the Incas (South America), the Maya (Central America), and the Tainos (Cuba). Others trace their roots to the Spanish explorers -- who in the 1400s set out to find an easier and less costly way to trade with the Indies -- or to Africa. For purposes of the U.S. Census, Hispanic Americans today are identified according to the parts of the world that they or their ancestors came from, including Mexico, Puerto Rico, Cuba, Spain, or the nations of Central or South America.

DIVERSITY DIVERSITY

To help increase diversity in the Senior Executive Service (SES), the Office of Personnel Management has created a new program to help develop a more diverse pool of candidates for positions in the government's top management corps.

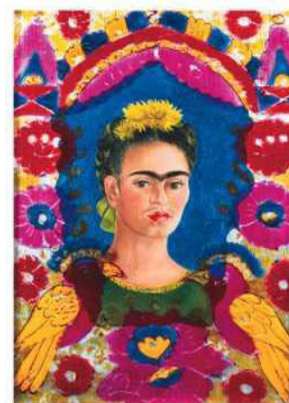
OPM Director Kay Cole James and Rep. Danny Davis, D-Ill, unveiled a new SES Candidate Development Program in April.

The program will improve training for qualified women, minorities, and people with disabilities to take on senior executive roles. After they complete the program, participants will be placed in SES positions. Part of the reason for the program came from reports by the General Accounting Office, which found that the SES was not representative of the federal workforce or the U.S. population.

"There should be more opportunity to move into the senior ranks, and this program will do that," James says. "This will ensure they won't bump into a glass ceiling, a concrete ceiling or frankly, any kind of ceiling. We're recruiting the next generation of leaders."

Useful Websites

www.hirediversity.com
www.diversityhotwire.com
www.diversityworld.com
www.diversityuintl.com
www.aimd.org
www.div2000.com
www.cde.ca.gov/iasa/diversity.html
www.latpro.com



Frida Kahlo – The Frame, 1938

2003 Upcoming Events

Federal Women's Luncheon & Training Seminar, 15 August, Phoenix, Arizona

Annual Tuskegee Airmen, Inc & Organization of Black Airline Pilots Training Conference, 5-10 Aug, Denver, CO

The NAACP 93rd Annual Training Conference, 12-17 Jul, Miami, FL

The 2003 National Training Program, Federally Employed Women (FEW), Inc, 7-11 Jul, Chicago, IL

Blacks in Government Conference (BIG), 25-29 Aug, Denver, CO

Women's Equality Day Training Seminar, 22 Aug, Tucson, AZ

**WOMEN WHO KEEP
EQUALITY ALIVE!**



Phoenix Mercury Basketball Team



Brig Gen JULIA J. CLECKLEY
First African-American Army
Female General Officer

2003 "Women Pioneering the Future"



*Women's Equality Day
Training Seminar
August 22, 2003*

*Clarion Hotel Tucson Airport
6801 S Tucson Blvd
Tucson, Arizona*

*For Information Contact Your Federal Women's
Program Manager
Joanne Lamb, President - 295-6256
Jeannie Hampton, Vice President - 663-9713*

*The Southern Arizona
Federal Women's Program
Interagency Council*

MORE WEBSITES!

www.womenconnect.com
www.women.com
www.womenforhire.com
www.nwbc.gov
www.CareerWomen.com
www.pwcusa.org

**NAACP Annual
Convention**

The 94th Annual NAACP Convention will be 12-17 July in Miami, FL for all of you who will be fortunate enough to attend. The convention is to address strategic initiatives for NAACP to undertake over the next five years. Highlighted topics are Building Membership, Enhancing Advocacy Training Programs, Rebuilding Legal Capacity, Civil Rights Compliance, Economic Empowerment, Criminal Justice Issues, Educational Excellence, Health Advocacy and Political Empowerment.

For more information, go to
www.naACP.org

**Military &
Collegiate Diversity**

One thing that is a combat imperative and *not* an abstract academic goal is a **highly qualified, racially diverse officer corps** in our military. Diversity has proven to be a key to making our military the greatest ever known.

During the 1960's and 1970's, while integration increased the percentage of minorities in the enlisted ranks, the percentage of minority officers remained disturbingly low. The perception of discrimination was the standard. To resolve this, the armed services moved aggressively to diversify the officer corps and, equally important, to train all officers in diverse educational environments through different programs and admission policies. Now the pool of high-quality minority officer and officer candidates is in place to make our force a highly diverse and competent fighting force!

This publication will be distributed on a quarterly basis and you can also find this on the HRO website at www.az.ngb.army.mil/hro If you have any questions or comments, please call TSgt Barbara Busby at (602) 267-2319/DSN 853-2319 or email: barbara.busby@az.ngb.army.mil (Editor) or Lt Lorri Conley at (602) 267-2786/DSN 853-2786 or email: lorri.conley@az.ngb.army.mil